interpretation of the study states that based on conservative assumptions, pre-natal sex determination practice accounts for about 0.5 million missing female births yearly.

(b) Ministry of Health and Family Welfare has undertaken training of trainers from State Judicial Academies to train lower judiciary and public prosecutors with the objective to sensitize the judiciary on the issue. National Inspection and Monitoring Committee (NIMC) having representatives of Department of Women & Child Development, National Commission for Women, Indian Council for Medical Research as members, undertakes periodical visits to the districts with low child sex ratio (0-6 years) to oversee the implementation of the Act at ground level and monitors the prosecutions launched against unregistered bodies and bodies violating provisions of the Act/Rules and directions of the Supreme Court of India in the matter. The National Support and Monitoring Cell has been constituted as a mechanism to help Appropriate Authorities in apprehending actual wrong doer who are committing female foeticide/abetting female foeticide.

It is, nevertheless, recognized that mere legislation is not enough to deal with this problem that has roots in social behaviour and prejudices. A number of activities to create awareness on the issue are being undertaken. The initiatives include meeting with the organizations working against sex selection, involvement of the medical professionals, religious leaders to spread the message, requesting police training academies and schools to include the issues in curriculum of their training, telecasting of PNDT spots on private satellite channels and Doordarshan, and involvement of elected representatives etc. A 'Save the girl Child' Campaign with a view to lesson son preference by highlighting achievements of young girls has been launched. District Magistrates have also been requested to regularly review the implementation of the PC&PNDT Act alongwith other programmes in their district.

Complaints of sexual harassment

†857. PROF. ALKA BALRAM KSHATRIYA : Will the Minister of WOMEN AND CHILD DEVELOPMENT be pleased to state:

(a) whether Government have received any complaint from women employees with regard to sexual harassment against Government officials;

† Original notice of the question was received in Hindi.

(b) if so, the details thereof for the last two years;

(c) the number of cases out of them against which action has been taken by the National Commission for Women;

(d) the number of such officers holding the post of Deputy Secretary and above in this regard and the number of those officers who have been convicted; and

(e) the steps likely to be taken by Government to prevent the recurrence of such incidents in future?

THE MINISTER OF STATE OF THE MINISTRY OF WOMEN AND CHILD DEVELOPMENT (SHRIMATI RENUKA CHOWDHURY): (a) and (b) Complaints regarding sexual harassment are not received by the Government directly since such complaints have to be dealt with by the Complaints Committee set up in the respective organizations in accordance with the guidelines laid down by the Supreme Court in the Vishaka case. The National Commission for Women (NCW), which is mandated to look into complaints relating to deprivation of women's rights and to take up the cases of violation of the rights of women with the appropriate authorities, has informed that it has received 21 complaints of sexual harassment at work place against Government servants during 2004 and 86 such complaints during 2005.

(c) NCW informed that in all cases, depending on the merit of the cases, either a report was sought from concerned authorities or an investigation was conducted. Out of these, some cases have been filed on account of the subject matter being out of the mandate of the Commission or on account of satisfactory replies received from concerned authorities. Action is initiated on others, which is monitored by NCW.

(d) The number of complaints against officers holding the post of Deputy Secretary or equivalent or above is 21. However, NCW is not maintaining details about the conviction.

(e) The steps taken by the Government to implement the guidelines laid down by the Supreme Court in the Vishaka case to prevent sexual harassment at workplace are given in the enclosed Statement.

Statement

Details of steps taken by the Government to implement the guidelines laid down by the Supreme Court and to create awareness about the issue of sexual harassment at workplace

- The Government has requested all the Central Ministries/ Departments, Chief Secretaries of all the State Governments/ Union Territory Administrations, Universities/Institutions, Central Board of Secondary Education, All India Council of Technical Education to constitute complaints committee and to ensure that the guidelines laid down by the Supreme Court in the Vishaka case for prevention of sexual harassment at workplace are implemented.

- The National Commission for Women (NCW) formulated a Code of Conduct for Workplace, putting down the Supreme Court's guidelines mentioned above in a simple manner. This has been circulated to State Commissions for Women, Non-Governmental Organisations, the apex bodies of the Corporate Sector, Public Sector Undertakings, Media, Ministries/Departments and other institutions.

- The NCW has instituted a series of interactive meetings with Public Sector Undertakings/Banks/Universities/Educational Institutions/Hotels/Media etc. to assess the extent of implementation of the guidelines.

- Department of Public Enterprises issued circular in May, 1998 to all administrative Ministries/Departments concerned with Central Public Sector Establishments to direct the Chief Executives of CPSEs under their administrative control for adherence and compliance of the Supreme Court's guidelines on prevention of sexual harassment by making amendments in the CDA Rules of the CPSEs.

- A Central Committee headed by Secretary, Department of Women and Child Development has been constituted in the Department of Women and Child Development to review the implementation of the guidelines. During the year 2004, the Committee met on 27-7-2004. In pursuance of the meeting, all

Ministries/Departments and State Governments/UT Administrations were again requested to ensure setting up of complaints committee and to ensure its proper functioning.

- So far as implementation of the Supreme Court guidelines in regard to setting up of complaints committee in small establishments like shops and call centres are concerned, section 1(3) of the Industrial Employment (Standing Orders) Act, 1947 applies to every establishment wherein 100 and more workers are employed. However, appropriate Government may apply the provisions of the Act to any industrial establishment employing less than 100 persons. Since the State Governments are the appropriate Government in respect of commercial establishments like shops and call centers, necessary instruction have been issued by the Ministry of Labour and Employment during January, 2005 to all Labour Secretaries asking them to suitable action to apply the provisions of the Industrial Employment (Standing Orders) Act, 1946 to small establishments like call centres and shops in the unorganised sector.
- The Central Civil Services (Conduct) Rules, 1964 have been amended to include sexual harassment as a misconduct. The Central Civil Services (Control, Classification and Appeal) Rules, 1965 have been amended during July, 2004 to provide that the Complaints Committee established in each Ministry or Department or Office for inquiring into complaints of sexual harassment shall be deemed to be the inquiry authority appointed by the disciplinary authority and the Complaints Committee shall hold the inquiry as far as practicable in accordance with the procedure laid down in these rules (*i.e* the procedure for holding inquiry into disciplinary proceedings for award of a major penalty).
- Amendments have been made to the Industrial Employment (Standing Orders) Act, 1946 so that the sexual harassment of women at workplace in the private sector could constitute

an offence for which a workman is liable for disciplinary action.

- Necessary instruction have been issued by the Ministry of Labour and Employment during January, 2005 to all State Labour Secretaries asking them to take suitable action to apply the provisions of the Industrial Employment (Standing Orders) Act, 1946 to small establishments like call centres and shops in the unorganised sector.
- Media campaign has been undertaken by the Department of Women and Child Development to create awareness on various issues concerning women and children, including compliance with the Supreme Court's guidelines on the prevention of sexual harassment of women at workplace.

Anganwadi workers in Andhra Pradesh

858. SHRI RAVULA CHANDRA SEKAR REDDY: Will the Minister of WOMEN AND CHILD DEVELOPMENT be pleased to state:

(a) the services provided to the people through Anganwadi especially in Andhra Pradesh during the last two years;

(b) the funds allocated for each scheme through Anganwadi;

(c) the funds utilized for each scheme;

(d) whether the staff were low as compared to the required strength;

(e) if so, the reasons therefor; and

(f) the steps being taken by Government to avoid such situations in future?

THE MINISTER OF STATE OF THE MINISTRY OF WOMEN AND CHILD DEVELOPMENT (SHRIMATI RENUKA CHOWDHURY): (a) Anganwadi Centre is the focal point of delivery of services under the ICDS Scheme in all States, including Andhra Pradesh. The services provided to children below 6 years and pregnant and lactating mothers through Anganwadi Centres include supplementary nutrition, immunization, referral services, health check-up, pre-school non-formal education and nutrition and health education.